LABOUR PROGRAM

Workplace Bulletin

March 29, 2006

Également disponible en français.

The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Canada

Recent Collective Bargaining Settlements

Available summary reports of the most recent collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. Use the individual links to access the reports listed below.

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Nova Scotia	
Construction Management Bureau Limited, Cape Breton Island various unions (700 construction employees) **0250909**	Jul 27/2005 ********** Jul 01/2005 – Jun 30/2008
Construction Management Bureau Limited, Cape Breton Island various unions (600 construction employees) **0251509**	Jul 27/2005 ********** Jul 01/2005 – Jun 30/2008
Dalhousie University, Halifax Nova Scotia Government and General Employees Union (780 support employees) **0522910**	Sep 06/2005 ********** Jul 01/2004 – Jun 30/2007
Quebec	
Autocars Orléans Express Inc., province-wide Service Employees International Union (150 bus drivers) **1066103**	Jun 17/2005 ********** Jul 03/2005 – Mar 31/2010

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Automobile Industry Employers' Association Inc., Montréal National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (950 garage employees) **0446608**	Aug 28/2005 ********** Jul 16/2005 – Jul 15/2008
Canadian Museum of Civilization Corporation, Gatineau Public Service Alliance of Canada (460 museum employees) **0983604**	Jul 08/2005 ********** Apr 01/2005 – Mar 31/2009
Cara Flight Kitchen, Dorval National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (520 food service employees) **0653910**	Jun 22/2005 ********** Jun 23/2005 – May 31/2008
City of Gatineau, Gatineau Fédération des employées et employés de services publics inc. (690 outside employees) **1345601**	Jun 30/2005 ********** Jan 01/2002 – Dec 31/2007
City of Laval, Laval Fédération des employées et employés de services publics inc. (800 recreational employees) **1079504**	Oct 19/2005 ********** Jan 01/2005 – Dec 31/2007

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
City of Longueuil, Longueuil Canadian Union of Public Employees (550 outside employees) **1349101**	Sep 29/2005 ********** Jan 01/2002 – Dec 31/2005
City of Québec, Québec Fraternité des Policiers et des Policières de la Ville de Québec (740 police officers) **1347001**	Jul 04/2005 ********** Jan 01/2002 – Dec 31/2006
Cogeco Câble Québec inc., province-wide Canadian Union of Public Employees (400 technical employees) **1289702**	Jun 18/2005 ********** Jan 01/2003 – Dec 31/2008
Compagnie minière Québec Cartier, Lac-Jeannine, Mont-Wright, Port-Cartier and Fire Lake United Steelworkers of America (1,880 hourly-rated employees) **0013007**	Jun 03/2005 ********** Mar 01/2005 – Feb 28/2011
Fairmont Queen Elizabeth Hotel, Canadian Pacific Hotels Corporation, Montréal Fédération du commerce inc. (700 hotel employees) **0647608**	Jul 27/2005 ********** Aug 15/2005 – Jun 30/2008

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Insurance Courrier Services, Division of Information Communication Services (I.C.S.) Inc., Montréal International Brotherhood of Teamsters (100 truck drivers) **1354001**	Sep 21/2005 ********** Sep 21/2005 – Apr 07/2008
Insurance Courrier Services, Division of Information Communication Services(I.C.S.) Inc., Montréal International Brotherhood of Teamsters (100 warehouse employees) **1298002**	Sep 21/2005 ********** Aug 21/2005 – Apr 07/2008
IPL Inc., St-Damien-de-Buckland Service Employees International Union (650 production employees) **1080703**	Jun 28/2005 ********** Jan 01/2005 – Dec 31/2008
Maritime Employers Association, Montréal Canadian Union of Public Employees (830 longshoremen) **0330206**	Jun 08/2005 ********** Jun 26/2005 – Dec 31/2008
Stadacona S.E.C., Québec Communications, Energy and Paperworkers Union of Canada (850 plant and maintenance employees) **0108907**	Jun 07/2005 ********** May 01/2004 – Apr 30/2009

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Transport Fortier & Corporation Boost-Way, Lévis Syndicat des employés de transport Fortier & Boost-Way (180 truck drivers) **1312602**	Jun 30/2005 ********** Jul 03/2005 – Dec 31/2010
Ontario	
Canadian Forces Base, Borden United Food and Commercial Workers International Union (150 operational employees) **0445109**	Sep 01/2005 ********** Aug 02/2005 – Aug 01/2009
Canadian Security Intelligence Service, Ottawa Public Service Alliance of Canada (200 support employees) **0877807**	Jun 06/2005 ********** Jan 01/2004 – Mar 31/2007
Dufferin-Peel Catholic District School Board, Mississauga and area Ontario English Catholic Teachers' Association (880 occasional teachers) **1183005**	Jan 31/2006 ********** Sep 01/2004 – Aug 31/2006
Electro-Motive, London National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (700 plant and maintenance employees) **1350101**	Jun 05/2005 ********** Jun 01/2005 – Jun 01/2009

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Hastings and Prince Edward District School Board, Belleville Canadian Union of Public Employees (660 office employees; service and maintenance employees) **1182904**	Jan 16/2006 ********** Sep 01/2004 – Aug 31/2008
Intertec Security & Investigation Ltd., Toronto and Niagara Falls United Steelworkers of America (120 security guards; armoured car services employees) **1343401**	Jun 25/2005 ********** Jun 01/2005 – May 31/2007
National Arts Centre Corporation, Ottawa Hotel Employees and Restaurant Employees International Union (190 restaurant employees) **0632809**	Jul 12/2005 ********** Sep 01/2004 – Aug 31/2006
Peterborough Victoria Northumberland & Clarington CDSB, Peterborough Canadian Union of Public Employees (520 support employees) **1226605**	Jan 24/2006 ********** Sep 01/2005 – Aug 31/2008
Senate of Canada, Ottawa Public Service Alliance of Canada (130 operating employees) **0876105**	Aug 25/2005 ********** Jun 01/2004 – Sep 30/2007

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Sunnybrook and Women's College Health Science Centre, Toronto Service Employees International Union (620 office employees) **1298202**	Jun 03/2005 ********** Oct 11/2004 – Oct 10/2006
TST Overland Express, province-wide International Brotherhood of Teamsters (400 truck drivers; dockmen) **0932306**	Jun 12/2005 ********** Mar 24/2005 – Mar 23/2010
Alberta	
Direct Transportation and Direct Distribution Centres, Edmonton International Union of Operating Engineers (130 truck drivers) **1353201**	Sep 29/2005 ********** Sep 29/2005 – Sep 30/2008
Grant MacEwan College, Edmonton MacEwan Staff Association (600 administrative and support employees) **1353701**	Jun 16/2005 ********** Jul 01/2004 – Jun 30/2008 Reopener: Jul 01/2007
Northwest Territories	
Government of Northwest Territories, territory-wide Public Service Alliance of Canada (2,500 office employees and technicians) **1261703**	Aug 02/2005 ********** Apr 01/2005 – Mar 31/2009

Province, Employer and Location *Union, Bargaining Unit* *File Number*	*Settlement Date* ********** *Term of Contract*
Nunavut	
Nunavut Power Corporation, Qulliq Energy Corporation, Iqaluit Public Service Alliance of Canada (110 general tradesmen; office employees) **1344402**	Jun 17/2005 ********** Jan 01/2005 – Dec 31/2007
Multiprovince	
Canadian Food Inspection Agency, Canada-wide Professional Institute of the Public Service of Canada (510 veterinarians) **1248202**	Aug 23/2005 ********** Sep 02/2005 – Sep 30/2007
Canadian Pacific Railway, system-wide International Brotherhood of Electrical Workers (400 signalmen) **0771908**	Sep 22/2005 ********** Jan 01/2005 – Dec 31/2009
NAV CANADA, Canada-wide Public Service Alliance of Canada (320 administrative and support employees) **1262302**	Jul 28/2005 ********** Jan 01/2005 – Jun 30/2009
Professional Association of Canadian Theatres, Canada-wide Playwrights Guild of Canada (450 playwrights) **1222004**	Jun 04/2005 ********** Jun 04/2005 – Jun 30/2008

A full listing of recent collective bargaining settlements is available in PDF format at Current Settlement Listing.

Negotech, a searchable labour relations database provides timely settlement reports and full text of collective agreements in Canada.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	*Union*	*Employees*	*Status **	*Expiry Month*
Federal Jurisdiction				
Public Sector				
Government of Canada	various unions	28,500	CO/B	May 02-Sep 05
Canada Post	CUPW/CPAA	12,630	B	Dec 05
CBC/Radio-Canada	various unions	3,230	B/CO	Dec 05/Mar 06
Atomic Energy of Canada (Ont. and Que.)	various unions	1,470	B	Dec 05/Mar 06
Communications Security Establishment	PSAC	1,000	B	Feb 06
National Research Council of Canada	various unions	1,000	B	Dec 04/Apr 05
Private Sector				
TELUS Corp. (Que)	CUPE	1,680	B/TENT	Dec 05/Mar 06
NAV CANADA	CAW-CANADA/ IBEW	1,620	B	May 05/Aug 05
Air Transat	CUPE	1,180	B	Oct 05
Hudson Bay Mining and Smelting Company	various unions	1,090	B	Dec 05

Employer	*Union*	*Employees*	*Status* *	*Expiry Month*
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Vancouver Terminal Elevators' Association	BCGSE	650	B	Dec 05
Provincial and Territorial Jurisdictions				
Public Sector				
British Columbia Health Sector	various unions	111,150	B/TENT	Mar 06
Government of British Columbia	BCGSE/PEA	27,800	TENT	Mar 06
Government of Nova Scotia	NSGEU/NSTU	15,800	ARB/CO	Mar 04/Jul 05
Government of Manitoba	MGGEU	12,100	B	Mar 06
Government of New Brunswick	NBPEA/CUPE	11,050	B/CO	Aug 04/Mar 05
College Compensation and Appointments Council (Ont.)	OPSEU	9,100	ARB	Aug 05
Calgary Health Authority	AUPE	8,500	B/ARB	Mar 04/Mar 05
Government of Ontario	Police	7,680	B	Dec 05
City of Winnipeg	various unions	6,130	B/TENT	Dec 05
City of Edmonton	various unions	5,600	B	Dec 05
Government of Newfoundland and Labrador	Nurses	5,000	B	Jun 05
Government of Quebec	Police	4,800	B	Jun 02
Manitoba Hydro	various unions	4,060	B	Mar 06/May 06

Employer	*Union*	*Employees*	*Status* *	*Expiry Month*
Hydro-Québec	CUPE	3,200	B	Dec 04
University of Montréal	CUPE	2,000	B	Nov 05
University of Toronto	Steelworkers	1,300	TENT	Jun 05
Private Sector				
British Columbia Construction	various unions	26,000	B	Apr 04
Bombardier Aerospace (Que.)	Machinists	6,300	B	Nov 05
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	B	Mar 05

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	*Union*	*Employees*	*Expiry Month*
Ontario Hospital Association	ONA/OPSEU	51,540	Mar 06
British Columbia Public School Employers Association	Teachers	42,000	Jun 06
Air Canada	various unions	30,790	Jun/Jul 06
Health Sectors in Prince Edward Island, Nova Scotia and Manitoba	various unions	16,300	Mar 06
Loblaws (Ont.)	UFCW	15,000	Jul 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **March 3 to March 23, 2006**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages

Employer, Location, Union and Employees	Issues	Starting	Ending
Les Centres de la petite enfance, Province-wide, Quebec Fédération de la santé et des services sociaux 7,800 day care employees	Pay equity and harmonization of fringe benefits	Mar 13/2006 one hour a day	
Sterling Truck, St. Thomas, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) 2,400 production employees	Not available	Mar 10/2006	
College Compensation and Appointments Council, Province-wide, Ontario Ontario Public Service Employees Union 9,100 lecturers	Not available	Mar 7/2006	Returned to arbitration on Mar 24/2006
Stora Enso Port Hawksbury Limited, Point Tupper, Nova Scotia Communications, Energy and Paperworkers Union of Canada 670 mill and clerical employees	Subcontracting	Jan 26/2006 lockout	

Readers' Corner

The Human Resources and Social Development Canada library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

Older Workers

The rapid aging of the labour force presents organizations with significant challenges as they face potential workforce shortages. Strategies are emerging to deal with issues such as older worker retention, age stereotyping, multigenerational work collaboration, older worker training, and flexible working arrangements. Effective organizational change to support older workers can enhance both organizational productivity and individual well-being.

See Readers' Corner for reading material on older workers. Other references on the subject, in French only, are available on the French Web site.

To view previously published abstracts, visit the library Web site at Library.

Coming in the Next *Bulletin*

- Wage Settlements Recent—February 2006 analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

FOR MORE INFORMATION

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

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